

Easthampton Supplementary Regulations

February 14, 1985	Form	Approval of Board's membership certificate
July 13, 1993	Membership	<p>A. All permanent employees of any member unit of the Town of Easthampton shall become members of the retirement system on the first day of employment. Such employees must have a regular scheduled work week of 20 hours or more per week with a commensurate salary.</p> <p>B. An employee who works at least 20 hours per week but less than 35 hours shall be considered part time for the purpose of defining creditable service.</p> <p>C. A seasonal employee who works more than 20 hours per week for five months or more in a year may elect to become a member of the Easthampton Retirement System on the first day of employment.</p> <p>D. Part time employees whose work week is 20 hours or less and seasonal employees whose work week is less than 20 hours or who are employed less than 5 months in a year shall not become members of the Retirement System until they meet one of the requirements set out in A, B, or C above.</p> <p>E. Elect officials shall continue to have the option of joining the Retirement System in accordance with G.L. c. 32, § 3(2)(a)(vi).</p>
July 13, 1993	Creditable Service	<p>A. Full time employees will receive 1 full year of credit for each year employed.</p> <p>B. Part time employees who were never employed on a full time basis will have a retirement allowance calculated on the basis of one year of credit for each year worked and their retirement allowance will be based on the average of their three highest years of salary.</p> <p>C. Part time employees who were employed on both a part basis and a full time basis will have their retirement allowance calculated by using a ratio of actual part time hours worked to full time hours. The retirement allowance for members in this category will be calculated using the average of the highest 3 years of salary earned during his/her employment.</p> <p>D. The Retirement Board shall credit as full time service, not to exceed a maximum of five years that period of time during which a provisional, reserve or permanent intermittent police officer or a reserve, permanent intermittent or call fire fighter was on his respective list; and provided further that such permanent intermittent or call fire fighter is later appointed as a permanent full time member of the fire department. (Approved as amended August 23, 1993).</p>
July 13, 1993	Information Required of Employing Departments	The employing department shall, within 30 days, according to the provisions of G.L. c. 32, § 3(g), are responsible for furnishing to the Administrator of the Retirement System any information requested in order that membership qualification and creditable service can be verified.
May 7, 1998	Election Rules	Approval of less than 90 day notice of election period for 1998 election. AMENDED 5/19/98.

Easthampton Supplementary Regulations

May 19, 1998

Election Rules

Approval of less than 90 day notice for election period for 1998 election. 2nd Extension.

December 8, 2003

Requirements For Membership

A. All permanent employees of any member unit of the City of Easthampton shall become members of the Easthampton Retirement System on the first day of employment. Such employees must have a regular scheduled workweek of 20 hours or more per week with a commensurate salary.

B. An employee who works at least twenty hours per week but less than thirty- five hours shall be considered part-time for the purpose of defining creditable service.

C. A seasonal employee who works more than twenty hour per week for five months or more in a year shall become a member of the Easthampton Retirement System on the first day of employment.

D. Part-time employees whose work week is twenty hours or less and seasonal employees whose work week is less than twenty hours or who are employed less than five months in a year shall not become members of the Easthampton Retirement System until they meet one of the requirements set out in the requirements, A, B, or C above.

E. Elected officials shall continue to have the option of joining the Easthampton Retirement System in-accordance with General Laws Chapter 32 section 3 (2) (a) (vi).

F. Any person hired by the City of Easthampton as an independent contractor (paid via a 1099) as defined within the guidelines of the Social Security and IRS tests on employee status, will not be allowed to contribute to the Easthampton Retirement System. If their status changes and they later become an employee of the City of Easthampton, making them eligible for membership in the system, they will not be allowed to make payment toward creditable service for the time when they worked for the City as an independent contractor. And further, the earnings obtained while an independent contractor cannot be calculated within the individual's highest consecutive three-year average salary if they later become members of the system.

December 8, 2003

Creditable Service

A. Full-time employees will receive 1 full year of credit for each year employed.

B. Part-time employees who were never employed on a full-time basis will have a retirement allowance calculated on the basis of one year of credit for each year worked and their retirement allowance will be based on the average of their highest consecutive three years of salary.

C. Part-time employees who were employed on both a part and full-time basis will have their retirement allowance calculated by using a ratio of actual part- time hours worked to full-time hours. The retirement allowance for members in this category will be calculated using the average of the highest 3 years of salary earned during his/her employment.

Easthampton Supplementary Regulations

December 8, 2003	Information Required Of Employing Departments	<p>A. The employing department shall within 30 days according to the provisions of M.G.L. Chapter 32, Sec. 3(g), be responsible for furnishing to the Administrator of the Retirement System any information requested in order that membership qualification and creditable service can be verified.</p> <p>B. BUYBACK AND REPAYMENTS</p> <p>1. When a member makes a repayment, they buy back time, not rights. This means that an individual is subject to the rights as they exist on the date that the individual reenters the retirement system. The individual is not entitled to the rights that were in effect during the period of service that is being purchased.</p> <p>The exception to this rule is an administrative error. In that situation a member who purchases such service would be eligible to contribute at the rate in effect for this earlier period if it differs from the member's current contribution rate.</p> <p>2. Only an active or an inactive member may make a buyback - retirees or non-members may not make a buyback.</p> <p>3. A part-time employee who was not eligible during their past employment to contribute to the Easthampton Retirement System, who subsequently becomes full-time in the Easthampton Retirement System, may upon request, buyback their part-time service on a prorated basis only.</p> <p>4. A spouse of a member who dies prior to retirement may make a buyback or repayment within 90 days from the date the board notifies spouse of retirement option. The board should notify the spouse of these rights and should specifically mention any unpaid service that is known by the board.</p>
------------------	---	---